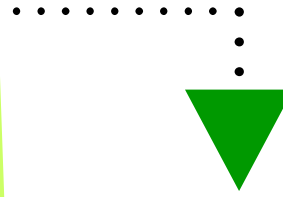


2008 DHS Employee Survey Highlights



Employees responded –

- When I do good work, I receive frequent recognition or praise
73% agreed; 27% disagreed
- My ideas to improve service operations are listened to and considered for implementation
72% agreed; 28% disagreed
- I have a voice in the decision made within my work group
77% agreed; 23% disagreed
- Employees in my Division are held accountable for their work
76% agreed; 24% disagreed

The greatest predictor of continuing satisfaction is whether an employee receives praise for good work, followed by whether employees feel their ideas are listened to.